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| 1632_EDP_Logo_Landscape-Final_Office.jpg | Powerful Coaching Questions  **Alliance Coaching** |

Coaching skills are necessary for today’s impactful leaders and the two most important skills are *listening* and *asking powerful questions*.

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| **Opening**  What would you like to focus on today?  What would you like coaching on today?  What would you like to explore today?  **Background**  What led up to \_\_\_\_\_\_\_\_?  What have you tried so far?  What do you make of it all?  **Description**  What was it like?  What happened?  Then what?  **Example**  For instance?  Like what?  Such as?  **Involvement**  What was your part in this?  How do you fit into the picture?  What were you responsible for?  **Integration**  How do you explain this to yourself?  What was the lesson/learning?  How can you lock it (the learning) in?  How would you pull all this together?  **New Start**  If you had free choice in the matter, what would you do?  If the same thing came up again, what would you do?  If we could wipe the slate clean, what would you do?  If you had it to do over again, what would you do?  **Predictions**  How do you suppose it will all work out?  What will that get you?  Where will this lead?  What are the chances of success?  **Relation**  If you do this, how will it affect \_\_\_\_\_\_\_\_\_?  What impact will that have on balance/values?  How does this affect the whole picture?  What else do you need to take into consideration?  **Extension**  What else?  What other ideas do you have about it?  **Failures, Preparation For**  What if it doesn’t work out the way you wish?  What if that doesn’t work?  And if that fails, what will you do?  How do you want it to be?  **Hypothetical**  If you could do it over again, what would you do differently?  If it were you, what would you have done?  How else could a person handle this?  If you could do anything you wanted, what would you do? | **Identification of Issues**  What seems to be the trouble?  What seems to be the main obstacle?  What is stopping you?  What concerns you most about \_\_\_\_\_\_\_\_?  **Clarification**  What do you mean?  What does it look/sound/feel like?  What seems to confuse you?  **Information**  What information do you need before you decide?  What do you know about it now?  How do you suppose you can find out more about it?  What kind of picture do you have right now?  **Alternatives**  What are the possibilities?  If you had your choice, what would you do?  What are the possible solutions?  What if you do and what if you don’t?  **Planning**  What do you plan to do about it?  What is your game plan?  What kind of plan do you need to create?  How do you suppose you could improve the situation?  **Implementation**  What will you have to do to get the job done?  What support do you need to accomplish \_\_\_\_\_?  What will you do?  By when will you do it?  **Appraisal**  What do you make of it all?  What do you think? (is best?)  How does it look to you?  How do you feel about it?  **Evaluation**  In what way?  How does this fit with your values?  What do you think?  **Outcomes**  What do you want?  What is your desired outcome?  If you got it, what would you have?  How will you know you have accomplished it?  **Taking Action**  What action will you take? And after that?  What will you do? When?  Where do you go from here? When will you do that?  What are your next steps? By when?  **Summary**  How is this working? How is this going?  How would you describe this?  What do you think this all amounts to?  How would you summarize the work/effort so far?  <http://www.alliance.coaching.com> |